

## Newsletter Contest

Here it is, this year's first FSA Newsletter. I hope it's informative and enlightening, and that it causes you to ask questions of the people who wrote the articles. As to the Newsletter itself, I would be more than happy to hear any questions, comments, castigations, or offers of help on future newsletters.

The next issue of the Newsletter is due in November, and by that time I hope we will have a name. "Faculty and Staff Association Newsletter", while informative, is perhaps a trifle dull. Any suggestions are more than

welcome, and one will appear on the masthead as the official name of the FSA organ. There are no prizes but what greater incentive could we offer than this Open Sesame to fame?

I would like to thank all those who contributed to this month's newsletter. As I think you'll agree, they did a first rate job. If you have any comments to make, please remember that letters to the editor are more than welcome. Send all correspondence to: Laura Neame, Communications Chair.



JOCELYN CREIGH was the first President of the FSA. She has also served as Chairperson of the Professional Development Committee.

Once upon a time, (actually in October of 1975) a small number of Fraser Valley College employees, (and Chris Beck's baby, appropriately named Adam) met to decide on the form of their professional association. In the previous year two meetings had been called by part-timer Doug Steinson of Chilliwack Senior Secondary, together with Harold Rusk, and Geoff Turner, two of the few full-time members of F.V.C. These earlier meetings had developed two ideas which have been with us ever since: the idea of having all College employees together in one Association and the idea that we should ensure College salaries were at least the median (mid-point) of salaries in other Colleges. That is, we wanted a fair deal but we aren't greedy.

While the gathering above the doughnut shop endorsed these ideas, it discovered that the application for registration as a society had disappeared with Geoff Turner. After some sharp detective work by Walter Bissky, the first Treasurer, the docu-

ments were retrieved and Chris Beck began the frustrating job of dealing with the Registrar of Societies. Walter started to collect the monumental dues (\$5 per head) and the whole Executive met to map out its duties, plans and authorities.

It was decided that keeping members involved was extremely important. At first a shortened version of Executive minutes were used for this purpose but the system was cumbersome. A newsletter has never really been successful so this may be the answer to one of the problems which has bothered the Association from its beginnings.

The Executive also wished to maintain the Faculty and Staff Association's access to its employer, College Council. Consequently the F.S.A. is always included on the agenda of College Council meetings and the President (at first Betty Hanafi) has always been in attendance at Council meetings. It was also decided to send to Council copies of Executive minutes so they knew what our concerns were.

### A MESSAGE FROM THE PRES

LESLIE PANNO is this year's President of the FSA.

She has also held the position of Staff

Vice-president and Corresponding Secretary.



As the first, and I hope not the last, staff President of the F.S.A., I would like to say that I am looking forward to a productive year ahead. We will be improving some areas of the F.S.A., setting up new Committees, planning for and negotiating improvements in next year's contract, and while not waiting with eager anticipation, we will nonetheless be prepared to respond to further elucidation of the government's proposed policies under Bill 82.

One of the areas to which we plan to devote attention is that of communication; to you through regular newsletters in order to ensure that members are kept informed of what is happening in the F.S.A., and to the Media when important events warrant.

This year will see three new

Committees as specified in the Contract: the Classification Audit Committee which includes elected staff members Eva Korelus, Jeanette Dancey, and Sharon Syrette, which will make recommendations on job classifications and ratings, the Joint Retraining Committee which will deal with technological change, and the Committee to study Directors' Salaries which will do just that. Members are now being elected to these Committees, and their work will be underway by the end of the month.

I will endeavour to be receptive to everyone's concerns, queries or criticisms, and welcome input from both faculty and staff members in order to anticipate problems before they arise.

## Great Beginnings

During that time the members of Council and of the Executive changed somewhat but Association members changed their minds about only one thing: they decided unanimously that being a society gave their negotiators insufficient strength at the bargaining table. After a lengthy consultation with the Labour Relations Board, the President, with Jack Gaston and Niina Mitter came back with the information which decided the Association to apply for registration as a Trade Union and to apply for one or two bargaining certificates. The Labour Relations Board decided that Staff and Faculty units had to be separate but agreed that joint bargaining and a joint contract should continue as long as the employer did not object.

The third decision was to start developing the first contract. Staff and Faculty contributed, through meeting after meeting, to the clauses which contract chairman Paul Herman, Laura Neame

and Richard Heyman, assisted by Art Ross and Doug McDowell sat down to negotiate over a long nineteen months.

It must be unusual for a voluntary association to have a membership of 93%, 60% of them active contributors to the first contract and there cannot be many negotiating committees which have battled so long for a first contract without forfeiting the confidence of those they represent. Nevertheless, Paul and his team continued to gain unanimous votes of support during a weary round of meetings. But by August of 1977 the first contract was signed: the small collection of people over the doughnut shop had become the first College group to certify by unanimous vote, and the first - and so far the only - College to have a joint Faculty and Staff society with Union status, two bargaining certificates, a joint executive and a joint bargaining process. 'The impossible', as they say, 'merely takes longer'.





# committee watchdogs staff jobs

RICHARD HEYMAN has been a member of the Negotiating Team for the past 3 years. He has also been active on the Staff Reclassification Committee which led to the present Classification Audit Committee.

## JOB CLASSIFICATIONS

Equal pay for equal work was a slogan which was coined a few years ago and applied mainly to the problem of women who were being paid less than their male counterparts. Times have changed. Equal pay for equal work is now a goal to be reached not only for women but for all workers who

hold similar positions.

In order to ensure fair wages in industry positions are classified according to set criteria: level of education needed, physical work required, knowledge and comparable positions in similar industries. Success in this type of system relies on many factors: the institution in which the study is being carried out; the type of management, the people involved in carrying out the study.

Fraser Valley College has now had a classification study and we have moved forward in some areas. We have an administration

who is willing to listen to our recommendations - but WE must make them, they will not be done for us.

We now have the opportunity to provide this needed input and make recommendations. Three staff members have now been elected to the **Classification Audit Committee**, Eva Korelus, Sharon Syrette, and Jeanette Dancey. Where there is doubt in someone's mind about his or her classification or where new jobs have been created, we will have the change to view and review these positions and make recom-

mendations. The leg work will be done for us - a classification number will have been assigned by the administration. Our task will be one of reviewing or auditing the study in order to ensure that the proper weight has been given to the position.

Remember, these are only recommendations, not decisions. However, if we make our cases strong and our arguments sound, those recommendations will not only be listened to but will be carried through and implemented.

It is up to us. Let's act now and act together.

## a tangled web. THE COLLEGE FACULTY FEDERATION



Some, perhaps all of you, may wonder just what C.F.F. is and what it does. Let me provide a few succinct but, hopefully, useful answers to these questions.

### WHAT IS THE C.F.F.?

First C.F.F. is a loose federation involving most college faculty associations. Each member association is similar to the Fraser Valley Faculty & Staff Association (F.S.A.) in that they are small, independent unions certified under the B.C. Labour Code. It is basically a voluntary grouping which tries to co-ordinate areas of common interest such as bargaining and professional development.

Historically C.F.F. has found it almost impossible to present a common front on important and invariably contentious issues.

DOUG McDOWELL has served as CFF Director for the past 2 years. He was also a member of last

year's Negotiating Team, and served for 2 years as Chairman of the College Advisory Council.

This is not surprising since most member associations consist of academic faculty who are very jealous of their "independence". Some of us feel that the new Colleges and Provincial Institutes Act has changed the ground rules sufficiently to make such a stance realistic. C.F.F. membership accounts for approximately 1200 out of 1800 college instructors. The bulk of vocational/technical instructors belong to unions such as B.C.G.E.U. (B.C. Government's Employee's Union). None of the provincial institutes such as B.C.I.T. belong. For the most part these people have their own unions.

Now that you have a rough idea of membership I would like to sketch the organizational structure. During the year each individual association elects a C.F.F. Director from its membership. These 14 or so Directors form the C.F.F. executive which

meets approximately five times a year in order to interpret and implement C.F.F. policy. Each Director has one vote at executive meetings. There is a President who has been elected from general membership at the A.G.-M. and one non-voting member of the executive, the last year's President or member at large. A smaller subgroup called the Management Committee meets inbetween executive meetings to deal with day to day matters and to recommend action to Executive. Here is a schematic of the structure along with the standing committees:

### E.A.C. [Education Action Committee]

Consists of president from each association. It is supposed to provide advice on political decisions where appropriate and assist with implementation back at the association community level.

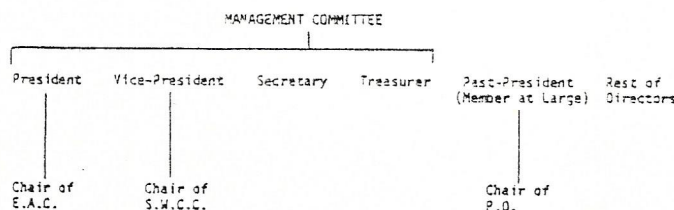
### ii) S.W.C.C. [Salaries and Working Conditions]

Consists of the negotiations chairperson from each association. It co-ordinates negotiation information and assists where feasible during negotiations.

This has historically been the most useful C.F.F. committee. It should be instructive to ask Paul Herman and Scott Fast, the past and present negotiation chairmen for their opinions about S.W.C.C.

### iii) P.D. [Professional Development]

Membership as designated by chair. Largely dormant but may be more active this year.





# 78-79 contract better

BEV HARNETT was a member of this year's Negotiating Team. She

has had past experience on the Contract Committees.



By now the faculty are totally immersed in their classes, the staff are swamped with last minute requests for course materials, and everyone's retroactive pay increases have been spent.

Negotiations are completed now and your 1978-79 Collective Agreement has been ratified. This Agreement represents ten months of extra-curricular activity on the part of your Contract Committee and Negotiating team. Although the salary increases for this year were less than satisfactory, the Agreement is very much improved in virtually every article. Negotiations, themselves, went relatively smoothly and both parties were able to maintain a productive and amicable atmosphere even under the most adverse conditions.

Every member of the bargaining unit should have in their possession a copy of the Collective Agreement. I would like to recap some of the major areas of the contract for you in the hope that you will be encouraged to read it carefully and know what it

can do for you.

Did you know that:

1. Directors are now included in the Bargaining Unit.
2. The definition of regular employee has been broadened to include a wider range of employees. Are you included?
3. Regular vocational faculty have a duty year of nine months, and scheduling of vacation time may vary.
4. The work week for vocational instructors teaching tutorial or seminar classes has been reduced to 25 contact hours per week.
5. Staff employees can take up to six months of unpaid leave in any year without losing their increment for that year.
6. Regular staff employees will receive 20 working days annual vacation after six years.
7. Up to two days of paid leave may be granted for paternity leave, adoption leave, household emergency, or family illness.
8. A joint committee will be established to discuss and recommend retraining programs in situations resulting from technological change.

9. Notice of appointment or reappointment for a faculty employee or director has been increased from 4 to 6 months.

10. The Agreement now includes copyright provisions covering materials produced by employees.

11. There is also a provision which allows a modified work week.

It won't be too long now before a new Contract Committee is formed to begin its work for the 1979-80 Collective Agreement. I'm sure that there are areas in which you would like to see improvements or new areas you would like covered. Salaries will be a major concern for next year's negotiating team, as agreed at the last general meeting. As the term Collective Agreement implies, success is based on the co-operative efforts of all the members of the bargaining unit. A special thanks at this time to Scott Fast, Chairman of the Negotiating Team, who undoubtedly was the major factor contributing to our success this year. Good luck to next year's team!

## contract concerns surface

SCOTT FAST is 77-78 Chairperson of the Contract Committee, and has been resource person for past committees.

### BASIC ISSUES TO RESOLVE AT THE GENERAL MEETING



From the viewpoint of up-coming negotiations, it is crucial that FSA members resolve the following issues at the General Meeting on Oct. 4, before we enter into negotiations for 1979 in December of this year.

1. Should we go for percentage increases (as we have in the past and is the most common form of salary negotiation) or should we go for "across the board" increases.

For example, say I make \$4 per hour and you make \$6 per hour. If we get a 10% increase (percentage increase), then I make \$4.40 per hour and you make \$6.60 per hour; that is, I get a 40c per hour raise and you get a 60c per hour raise. If, however, we went for a "across the board" increase of 10% (based on total salary cost to the college), I would be increased to \$4.50 per hour and you to \$6.50 per hour. "Percentage increases" increase the absolute differences between salaries while "across the board" increases do not,

and lend support to those employees on the lower salary scales.

2. Should we, for the purposes of bargaining, split the staff into two units, treating the technical-paraprofessional staff positions differently from other staff employees?

The advantage in this would be that College Council could possibly be convinced to pay higher % increases and additional benefits to technical and paraprofessional staff if it did not mean granting equal raises and benefits to all staff.

The disadvantage is that such a split would definitely weaken our bargaining position for many staff employees, and introduce an undesirable cleavage in the FSA. And a weakened FSA would likely, in the long run, weaken our ability to bargain for all faculty and staff members. I feel we would do better to seek some additional specific clauses directed at clarifying and improving the working conditions for special kinds of staff.

3. The FSA membership must consider and indicate the kinds of action it might be willing to take in our battle over salaries in the 1979 contract negotiations. While the negotiating team cannot act without the express consent of the membership at the particular time, it needs to know the kinds of and amount of membership support it can expect.

4. The election of the Chairperson of the Contract Committee will also take place at this meeting.

The remainder of the negotiating team will be drawn from the Contract Committee. The Contract Committee is composed of all interested FSA members with the single condition that there be at least one member from each of the following areas: west campus staff; east campus staff; non-clerical staff; university transfer faculty; career-technical faculty; vocational faculty; non-teaching faculty.

While the negotiating team is drawn from the Contract Committee, participation on the Contract

Committee implies no obligation to serve on the negotiating team. Contract Committee activity will likely take the following course:

- analysis of existing contract with previous negotiating team.
- meetings with each area to determine problems and inadequacies in existing contract.
- establishment of Contract Committee priorities.

- research and preparation of specific clauses.

- rewriting of inadequate existing clauses.

- presentation to FSA membership for approval (late November, early December).

- formation of negotiating team.
- negotiating of contract with College Council.

I heartily encourage all FSA members to consider participation on the Contract Committee. (The work of that committee as a whole should be completed during the months of October and November). Furthermore, all FSA members should be prepared to share their experience of the existing contract with us and voice their concerns.

# FACULTY & STAFF ASSOCIATION

GENERAL MEETING

ABBOTSFORD

WEDNESDAY, OCTOBER 4 • 17:00 (5:00)

WE ARE GOING TO: change the Constitution

elect a Contract Committee Chairman

discuss important contract issues

## BE THERE >>>>

## THANKS GUYS!

The Negotiating Team would like to offer their sincere appreciation to the following FSA members for their assistance in the preparation and negotiation of the 1978 Collective Agreement.

Chris Beck  
Leslie Panno  
Pat Gillespie  
Ron Harper  
Don Tunstall  
Kathy Murdoch  
Sheila Elliott  
George Bissenden  
Dave Birkett  
Victoria Nowell  
Dave Allen  
Jocelyn Creigh

Don Mitchell  
Betty Hanafi  
Frank Dolman  
Betty Urquhart  
Doug McDowell  
Art Ross  
Laura Neame  
Paul Herman  
Val Edmondson  
Beryl Fredrickson  
Diane McLean  
Renee Martin

Sincerely,  
Scott Fast  
Richard Heyman  
Bev Harnett  
Sharon Syrette